

DISTRICT 751

AERO MECHANIC

PUBLISHED BY THE WORLD'S FINEST WORKERS



VOL. 60 NO. 11

DEC 2006/JAN 2007

Auburn to Onload Work

While we often hear of work being offloaded, rarely do we hear about an onload where work is brought back inside Boeing. However, that is exactly what will happen after the first of the year in the 17-45 building in Auburn.

These lot time work packages were outsourced to a vendor when the Harbour Pointe facility closed the end of 2002. When the current vendor's contract came up for renewal, their bid included a jump in price. In addition, there had been reports of "performance issues."

With the vendor increasing its price and the work up for bid, it was the perfect time to bring this work back inside Boeing. The work package, which consisted of lot time assemblies, fit the current Company strategy to grow this type of work. Since the 17-45 had the ability to perform the work and capacity to handle the packages, Auburn management submitted a bid to secure the contract, along with

numerous suppliers who also put in bids for this work. However, thanks to the efficiency and hard work of our members, Auburn lot time was the most cost effective so the decision was made to return the work to our members.

Credit goes to IAS management, who aggressively pursued bringing the work back in-house. Both management and our IAM Work Transfer Reps also made a concerted push to make this a reality, as well as

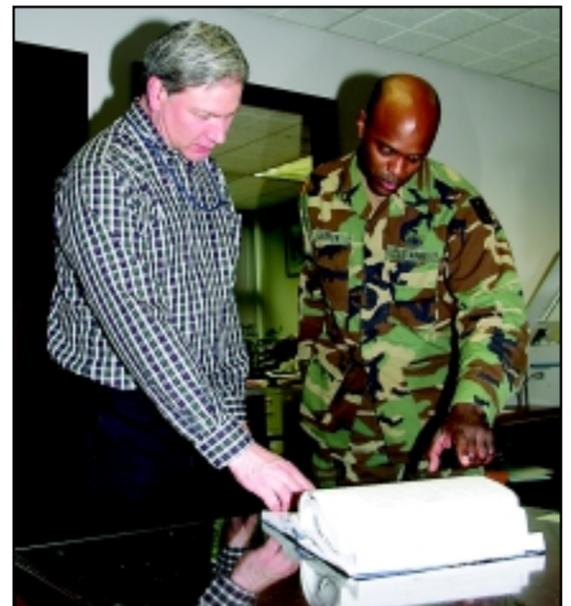
Continued on page 2



Photo above: L to R: James Deboer, Carl Clark, Larry Kuebler and Sherrie Williams discuss work to be onloaded to Auburn. Carl performed lot time work at Harbour Pointe and will likely get to again do some of that work in Auburn.



Photo left: L to R: Joe Stephens, Business Rep Mark Johnson and Steward Alice Wade discuss lot time work previously offloaded when Harbour Pointe closed that will now be done by members in Auburn.



Business Rep Zack Zaratkiewicz (l) helped Terrance Marrow get rehired after he was removed from the recall lists while serving in the Middle East.

Union Ensures Member Is Rehired

751-member Terrance Marrow can't say enough good things about his Union. When he was dropped from the recall list, he brought the information to the Union, and Business Rep Zack Zaratkiewicz worked to correct the mistake.

For Terrance, the news of being deleted from the recall list was more than just upsetting. After his layoff in December 2001, he enlisted in the Army and was deployed to Afghanistan. While serving his country, his recall notice was mailed out. Obviously, he could not respond since he was half a world away and stationed in the Middle East.

Zack gathered all the paperwork showing documentation of Terrance's service time and submitted it to Boeing Workforce. Upon learning of the circumstances, Boeing immediately did the right thing and began the process to get him back on the recall list. Unfortunately, things didn't go as smoothly as expected. When Terrance came up to be recalled after being returned to the list, the delivery service left the recall in the pouring rain rather than getting the required signature. Terrance had no idea his recall notice had been sent so he couldn't respond. Weeks later when he checked on his status, he learned he was again off the recall list and was shocked to hear he had failed to respond. After searching near his home, he found the notice in the bushes.

The Union again went to bat for Terrance. Zack learned that Terrance had extensive skills and qualifications beyond the 21203 wire shop, 30304 body join, 97408 flight line engine electrician job titles – the positions for which he had recall rights. In addition, he has a degree as an aviation maintenance technician and also holds an A&P license. These qualifications prompted Boeing to offer him recall to a Grade 9 Aviation Maintenance Technician job on the flight line – a position for

For information on how to change your address while on layoff, see page 12

Continued on page 12

Members Ratify GKN Contract by 86%

Members at the GKN Chem-tronics plant in Kent ratified their second IAM contract on Thursday, December 14th with 86 percent voting to accept the offer. The three-year Agreement brought increases in pay, a ratification bonus and held the line on health care costs.

In surveys, members had identified pay as their top issue, as well as holding down health care costs. The negotiating team delivered gains in monetary compensation, sick leave, vacation and other areas.

When the initial contract was negotiated in 2002, there were two separate groups of workers with different wages scales – those who transferred at the time of the Boeing sale and those hired after. This new contract eliminated the two different pay scales and gives everyone an opportunity to reach the maximum progression over a period of time.

In the economic package, members will receive a 3 percent general wage increase each year of the contract. Minimum and maximum rates were also increased to better reflect the current market rates. In addition, the 50-cent wage progression is now automatic every six months. In the previous contract, the manager could hold back some of the wage progression increase. Since

members voted to accept the offer on the 14th, each member will receive a \$1,250 ratification bonus on or before December 22nd – which will help during the holiday season.

Employee contributions for medical and dental will remain at the current level from the 2002 contract, including deductibles. This was significant because all other payrolls and plants for Chem-tronics are paying a higher percentage.

Members also made gains in many areas of paid leave. Bereavement leave was increased from three to

Continued on page 2



Bernard Upham casts his ballot on the GKN contract.

Legislative List

751 introduces a bill to ensure accountability for aerospace incentives

3



Memorial March

Events recognize contribution veterans have made

5



Inside Index

President's Message	2	Community Service	6
Political Action	3	Retirement	9
In the Labor Movement ..	4	Want Ads	10
Veteran's Tribute	5		

REPORT FROM THE PRESIDENT

Meetings with Top Executives Open Communication Lines

by Mark Blondin,
District President



First, I want to thank members for their support throughout the year and hope each of you enjoy the holiday season with some well-deserved time off.

Recently, I had meetings with top Boeing Executives (Boeing CEO Jim McNerney, Commercial CEO Scott Carson, and VP of Labor Relations Doug Kight). I would characterize the meetings as positive and hope it is a turning point so we can work together in the

future. The fact that we were meeting is a good sign and has opened up communication lines that have been missing since the strike last year.

Carson is local with strong community roots and was even an A&P mechanic at one time. I shared concerns on how the 787 decision making process has been handled – with little input from the Machinists Union. I emphasized our input should have an impact on future decisions concerning all existing lines of commercial airplanes and future models, as well. He commit-

ted to listening to our concerns. Meetings with Doug Kight also seemed to signal a new day in our relationship.

In meeting with Boeing CEO Jim McNerney, we talked about the positive outlook for commercial airplanes and the need to work with the Union. We are always open to working together; however, our interest remains improving the standards of living for our members.

We also discussed the most recent computer theft and our concerns over security for our members. At the Union, no membership data files are stored on laptops because of the risk. The data is only kept on a main frame system that

never leaves the building. No one can access or remove these personal data files from the Union. Boeing is stepping up their efforts on this front and has committed to assist anyone impacted by this incident.

With the 86 percent ratification from members at GKN, we have a new three-year contract in place. It gave members an increase in wages each year, as well as holding the line on health care and offering improvements in vacation, bereavement and sick leave. These members voted an impressive 100 percent strike sanction in November, which gave the Union added leverage at the bargaining table. While we would have liked to have seen more, the offer addressed the major issues members identified and gave room to improve in the next round of bargaining.

Continued on page 8

Members at GKN Resoundingly Ratify New Contract

Continued from page 1

four days. The new Agreement increased vacation accumulation by one day for those with one to five years seniority and one additional day for each year of service after that. Now, vacation can also:

- be taken in two-hour increments (previously it had to be used in half or full day increments),

- carry over 10 vacation days for up to a year – previously they could carry over 5 days for six months.

Members can now accumulate up to 80 hours of sick leave (previously capped at 40). Sick leave pay now includes shift different and alternate work week premium (previously sick leave was only paid at the base rate).

Cost-of-living adjustments (COLA) will continue to be in a lump sum form paid twice yearly and starting at the current rate of \$1.71. In addition, members receive a yearly performance bonus based on annual wages.

Language was added to require a 10 minute rest period for any employee scheduled to work overtime following his regular shift. With many members working overtime nearly every day, several members had mentioned this prior to the start of bargaining.

A second job classification was added to give employees an opportunity for additional job growth, as well as offering

employees the chance to work a voluntary four 10-hour a day work week with Saturday and Sunday guaranteed as two of the three days of rest.

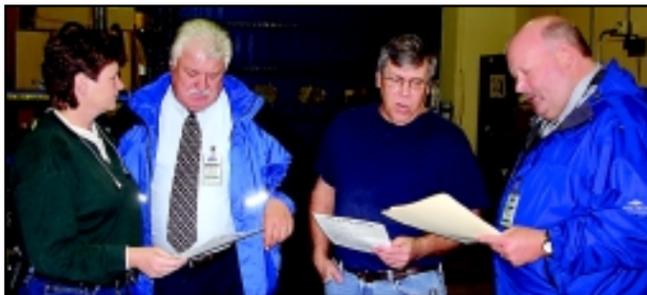
Member Steve Hefford noted, "I think it is pretty good and have no major problems with the new contract. I think for a first contract after the sale, it went pretty well."

Mike Afleje stated, "For me, it was about keeping what we had and getting a little more. This contract did that."

Ron Lee stated, "There were some things I would have liked to have seen better, but we will get it done in the future. We didn't go back-

ward, which is good. I am happy to see minimum rates raised for the new people that come in. I also like that we now have two technician levels – that needed to be done."

Thanks to the Union Negotiating Committee which consisted of Mark Blondin, Tom Wroblewski, Susan Palmer, Mark Johnson, Paul Knebel, Jim Bearden and Connie Kelliher.



Above L to R: Shirley Brester, Paul Knebel, Mike Tanttari and Mark Johnson discuss the issues. Left: Tom Wroblewski (r) reviews the proposal with members.



Lot Time Work from Vendor Brought Back to Auburn

Continued from page 1

members of SPEEA.

Workers in the area were excited at the prospect of getting work back. Many of the lot time employees transferred to Auburn when Harbour Pointe closed. They will now be doing work they previously performed. This onload will impact more than just members in lot time. There will be additional work for members on the hydro form press, router and tooling, as well. The onload package includes 1900 end item assemblies. Of those, 430 are active and the others are for spares or are sporadic assemblies unique to a particular customer. It is projected this work will probably increase our head count by 8-10 people.

IAM Work Transfer Rep Sherrie Williams stated, "This onload will replace some of the non-complex flat sheet work we lost and can fill in gaps when there isn't other work. It was a good move for everyone. I was glad to see management put in a bid to get the work back because often times they do not want to take on packages with sporadic

assemblies that would potentially drive up the wrap rate."

"Other companies bid on the work, but we were cost competitive," Sherrie added.

751-member Carl Clark, who has worked nearly 25 years in lot time and transferred back to Auburn when Harbour Pointe closed, stated, "Bringing the work back is a good thing and shows we did a good job when it was with us before."

Member Sherry Kartes, who works the hydro form press, has been back from layoff for nearly two years. She noted, "I was laid-off after 18 years so getting more work is always a good thing. I look forward to the new work next year."

Business Rep Mark Johnson stated, "It is more than just jobs. It is people and their families having an opportunity to make a better life for themselves and building a top quality product. Moving the work back to the most skilled aerospace workers in the world is the right decision."

751-member Joe Stephens is another employee who transferred from Harbour Pointe. He was glad to hear about the

onload and noted, "I think we build a better part than anyone else. Boeing holds us to a closer tolerance than their vendors. If it isn't right, we are the ones who have to fix it. The work should have stayed in-house to begin with. They call it team work, but when the Company wants to offload, they never talk to mechanics about any of this or never ask our opinion."

Joe added, "When we take part in Accelerated Improvement Workshops (AIW), there is someone who has not done the job trying to tell us an easier way to do our work. It is like one of us telling a 747 pilot how to fly a plane."

Union Steward Alice Wade agreed, "I couldn't ask for a better Christmas present. I'm glad to get work back for our members. I wish Boeing would hold their vendors to the same standards we use. If the vendor part is wrong, it doesn't get shipped back, we just fix it. The vendor may not ever get told it was wrong. If we're good enough to fix the part, we should be the ones building it."

District Lodge 751, International Assn. of Machinists and Aerospace Workers

Mark Blondin
President, Directing
Business Representative

Clifton Wyatt
Vice President

Susan Palmer
Secretary-Treasurer

Joe Crockett
Sergeant-at-Arms

Tommy Wilson

Roy Moore

Ernest McCarthy

Paul Knebel

Mark B. Johnson

Jackie Boschok

Ray Baumgardner

Zack Zaratkiewicz

Tom Wroblewski

Emerson Hamilton

Stan Johnson

Paul Milliken

Ron Bradley

Jimmy Darrah

Union Business Representatives

Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
 - 201 A St. SW, Auburn; 253-833-5590
 - 233 Burnett N., Renton; 425-235-3777
 - 8729 Airport Rd, Everett; 425-355-8821
 - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:
Nationwide 1-800-763-1301
Tacoma 253-627-0822
Hotline: 1-800-763-1310
Web site: www.iam751.org



751 AERO MECHANIC

Connie Kelliher, Editor
Member of The Newspaper Guild,
CWA #37082

District 751 AERO MECHANIC (ISSN 0894-7864, USPS 008-660) is published Monthly except Bi-monthly in December/January by Aerospace Industrial District Lodge 751, 9125 15th Pl. S., Seattle WA 98108. \$3.50 of the annual dues goes toward a one-year subscription to the Aero Mechanic. \$4 per year for non-members by District Lodge 751, International Association of Machinists and Aerospace Workers, AFL-CIO, 9125 15th Pl. S., Seattle, WA 98108. Periodicals postage paid at Seattle, WA. POSTMASTER: Send address changes to District 751 Aero Mechanic, 9125 15th Pl. S., Seattle, WA 98108

POLITICAL ACTION

Accountability for Aerospace Incentives a Priority

District 751 Political Director Larry Brown has been meeting with various state legislators prior to the start of the 2007 session to gain support on some important bills. With many of our endorsed candidates winning election, it seems promising that some legislation will get passed in the upcoming session.

The top issue for 751 will be an aerospace bill targeted at companies that take advantage of the aerospace tax breaks and incentives. This bill aims for accountability from those companies getting the tax incentives.

The intent is to both grow the aerospace industry in our state and balance that effort with helping meet the needs of aerospace workers. This can be accomplished by simply ensuring that employers benefiting by the generosity of Washington State taxpayers do not unfairly or illegally deny their workers the right to organize a Union. This can be accomplished by all or a combination of the following:

- Require card-check or union neutrality for any employer receiving the



District 751 Legislative Director Larry Brown meets with Senator Margarita Prentice over a bill to be introduced in the upcoming session to protect family wage jobs and benefits in the aerospace industry.

aerospace tax incentive.

- Use of "project labor agreements" for companies who receive aerospace tax incentives.
- Revoke tax incentives and require all back taxes re-paid for any aerospace company deemed to have violated labor law.
- Revise current law to change the

House and Senate reporting requirements from 2010 and 2023 to an annual reporting requirement.

- Ensure apprenticeship utilization for employers receiving aerospace tax incentives.

Other issues we will be working to pass include:

- **Fair Share Health Care Bills:** in-

cluding a) health care cost standard so employers with over of 500 workers must cover employees health care costs, b) cover all children under the Basic Health Plan (BHP) by 2010, c) increase the number of BHP slots in order to reduce the number of uninsured, d) fund the small employer health care partnership to share costs between small employers, state government, and the worker on a 40%, 40%, 20% basis. The cost for workers would be on a sliding scale depending on their income level.

- **Family Leave Insurance.** A bill that would allow workers to take up to five weeks of paid family leave to take care of a newborn or an illness in the family. It would be funded by a payroll tax of a two cents an hour and would provide benefits of around \$320 a week for up to five weeks.

- **Vocational rehabilitation pilot** for injured workers, which will provide real retraining choices for injured workers.

- **Election reform** – regarding the public financing of judicial court races.



751 Organizers Heather Barstow (l) and Jon Holden rallied to demand passage of the Employee Free Choice Act as part of a two-day Organizing Summit in Washington DC.

Thousands Rally to Strengthen Freedom to Form Unions

The AFL-CIO commemorated International Human Rights Day, Dec. 10, with a two-day Organizing Summit and a big rally in Washington, DC for passage of the *Employee Free Choice Act* (EFCA). International Human Rights Day memorializes the United Nations Universal Declaration of Human Rights, which recognizes the freedom of all workers to form unions and bargain together as a basic human right. Passage of the EFCA is the labor movement's top priority for the new Congress. The Act would make it easier for workers to join unions and reign in employer abuses against workers who want to organize their workplace. 751 Organizers Jon Holden and Heather Barstow attended the summit and rally.

"It is no accident that the 25-year decline in workers' wages in our country has paralleled a 25-year slide in the size and strength of the American Labor Movement," said AFL-CIO President John Sweeney. "Unions are the surest way workers protect themselves against corporate greed and lift their families up into higher standards of living."

Sweeney led delegates to Capitol Hill to rally with more than 2,000 union activists and friends chanting and calling for rapid passage of the EFCA. Among

those braving the cold was incoming chairman of the Senate Committee on Health, Education, Labor and Pensions, Sen. Edward Kennedy (D-Mass).

"Twenty thousand workers a year are fired because they tried to bring workers together to form a union," Kennedy told the demonstrators. He pledged to re-introduce the bill early next year in the Senate. In the House, Rep. George Miller (D-Calif.), the incoming chair of the House Education and Workforce Committee, also plans to re-introduce EFCA. Before the Democrats recaptured control of Congress, the bill had more than 200 co-sponsors in the House and more than 40 Senate supporters.

More than 2,000 union members and allies such as the National Education Association (NEA) gathered at the AFL-CIO building in Washington, D.C., Dec. 8 for a rally and march to the White House. Clyde Rucker, a Maryland Verizon worker fired for seeking to form a union was among the speakers, who also included AFSCME President Gerald McEntee, AFGE President John Gage, Air Line Pilots President Capt. Duane Woerth, AFT Executive Vice President Antonia Cortese, AFL-CIO Executive Vice President Linda Chavez-Thompson and NEA President Reg Weaver.

Volunteers Made Election Successful

A special thank you to all the 751 members who stepped up and volunteered to help during the 2006 elections. Your efforts helped elect worker-friendly candidates that will further our issues. Below are the volunteers who signed in at the various events. Thanks to all who worked the elections.

- | | | |
|--------------------|------------------|------------------|
| Marilyn Ali | Kelly Coty | Loren Guzzone |
| Lucille Anderson | Michael Cramer | Ed Haala |
| Patrick Augustin | Joe Crockett | Mike Hall |
| Richard Bachmeier | Mike Cummins | John Hamil |
| Ronnie Behnke | Robert Daunais | Carl Hansen |
| Robert Belles | John Davis | Matt Hardy |
| Chuck Birch | Gregg Dean | Mike Heggie |
| Gary Bjarnason | Sandra Desimone | Dave Henry |
| Chris Black | Manuel Dismuke | Troy Hess |
| Clark Blakely | Cris Dofredo | Tom Higgins |
| Bruce Boe | Donald Donovan | Grace Holland |
| Gary Bouch | Kim Dove | Lois Holton |
| Greg Brown | Art Duffy | Scott Holtzclaw |
| Daniel Bruce | Bryan DuPaul | Rick Humiston |
| Dave Brueher | Keith Elliott | John Isaacks |
| Larry Bryner | Guerdon Ellis | Richard Jackson |
| Stephen Byrne | Kerry Ellison | David James |
| Mary Cadwell | Kathy Fairbanks | Althea Johnson |
| Todd Campbell | Steven Fealy | Duane Johnson |
| Casey Canale | Joseph Ferazza | Michael Jones |
| John Carter | Bud Fink | Jim Kakuschke |
| Michael Cassel | Paul Fox | Gregory Karnes |
| Patricia Cassel | John Foy | Terry Kartes |
| Mitchell Christian | Ray Fredette | Charles Kauffman |
| Howard Churchill | Clark Fromong | John Keene |
| Ron Coen | Susan Fulcher | Helen Kincaid |
| Dale Conklin | Charles Gangwish | Kevin Kinerk |
| Randy Conway | Nathan Gary | Ed Kirchner |
| Brett Coty | Clifford Goetsch | Babette Koetje |



Rick McKinney spent many nights phoning.

- | | |
|-------------------|-----------------------|
| Tami McDaniel | Douglas Rigsby |
| Muchael McDougall | Jim Roberts |
| Scot McKenzie | Scott Rook |
| Len McKinney | Scott Sandland |
| Rick McKinney | Dave Sattler |
| Ray Meduna | Matt Schuler |
| James Mercer | Mary Seaton-Gaines |
| James Miller | Jerry Selman |
| Kevin Mims | Ed Shambaugh |
| Kevin Moe | Joann Shearer |
| Connie Morris | William Sheckler |
| Steven Morrison | William Sherburne |
| Eudacio Munoz | Rod Sigvartson |
| Linda Naden | Gary Skoog |
| Henry Napenas | Dennis Smith |
| Roderick Nelson | Gary Smith |
| Bob Nesbit | James David Smith |
| Chris Novacek | Tracy Smith |
| Ted Ogston | Clifford Standfill |
| Stephen Olson | Charles Stephens |
| Travis Oney | Ivana Stewart |
| Jon Ost | Jason Sulkosky |
| Sarah Parker | Brandon Swanson |
| Johnny Parsons | Tom Sweeney |
| Forrest Peringer | Larry Talley |
| Don Perkins | Helen Thompson |
| Margie Pernel | Sandy Torfin |
| Hainz Perry | Vanessa Valles |
| Jimmy Pippin | Ron Watson |
| Clinton Porter | Roy Wilkinson |
| Lester Powell | David "Otis" Williams |
| David Rasmussen | Charles Wood |
| Jason Redrup | William Young |

Ron Coen works the phone bank.



Dividing up areas before a literature drop: L to R: Ronnie Behnke, Mark Little, Larry Brown, Rick Humiston and David Henry.



IN THE LABOR MOVEMENT

Union Pressure Prompts Regence to Drop High Performance Network

Health insurer Regence BlueShield is dropping a planned "high performance select" network for thousands of Boeing employees in the Puget Sound area, following workers' complaints and a lawsuit from some of the 500 doctors kept out of the network. Consistent pressure from SPEEA-represented employees and growing pressure from doctors and the medical community prompted the announcement in early December. As a result, SPEEA-represented employees keep their doctors and the existing network for Select and Traditional medical plans remains intact.

Regence created this select network at Boeing's request, which said it wanted a new health care plan that set criteria for measuring quality and controlling costs. This is the same plan IAM negotiators rejected last fall.

As proposed, the high performance network would have dropped more than 500 doctors used by SPEEA-represented employees in the Puget Sound bargaining units, which impacted thousands of SPEEA members. Originally scheduled for implementation in July, a rally in June by SPEEA members forced Regence to delay implementation for one year. Union members, elected leaders and SPEEA staff continued to work the issue.

In September, the Washington State Medical Association filed a lawsuit against Regence over the drops.



SPEEA members and families rallied in June to keep their doctors.

The American Medical Association recently joined the effort to stop Regence from dropping doctors.

SPEEA officials and the Medical Association applauded Regence's change. "This is extremely good news for the people we represent — they get to keep their doctors," said Bill Dugovich, spokesman for the Society of Professional Engineering Employees in Aerospace.

The reverse course by Regence BlueShield is a direct result of SPEEA-member involvement and working with different agencies to build and follow a campaign.

Love It or Hate It – Wal-Mart is Costing Our Communities

by Rick S. Bender, President
Washington State Labor Council, AFL-CIO

A friend recently asked me why unions hate Wal-Mart so much. He said that, while he wishes Wal-Mart employees made more money, he shops there occasionally and he doesn't like being made to feel like he is doing something evil.

Here's what I told him.

Wal-Mart isn't evil. People who work there aren't bad people; they're just struggling to get by like the rest of us. People who shop there aren't bad people either; in many cases they are lower-income folks on tight budgets who are just hoping to find bargains.

But we, as a society, have to recognize that Wal-Mart, and any other corporation that shares its business model, is destructive. Their business model kills middle-class jobs, promotes a race to the bottom on wages and benefits, and costs taxpayers millions of dollars every year. And we, as a society, have the right — and the responsibility — to say, "enough is enough."

If an oil corporation was able to beat its competition by polluting more and dumping more toxins into the air and water, we wouldn't allow it, would we? Well, organized labor and many others believe that what Wal-Mart is doing is economic pollution, and it's time to hold this giant corporation accountable for the damage it's doing to our communities.

Wal-Mart's business model is to sell products cheaper by keeping its labor costs low. Despite all of its "happy associates" public relations campaigns, it's clear that Wal-Mart keeps labor costs low by paying workers less, providing fewer benefits, and aggressively opposing unionization.



Steve Hoyer, John Foy and William Ash were some of the 751 members at the rally in December at the Renton Wal-Mart.



There are costs to this strategy, like class-action settlements in wage-and-hour and discrimination lawsuits, expensive we're-not-so-bad public relations campaigns, and legal bills for fighting against the cities and towns that don't want its stores in their neighborhoods. But despite this, its business model has succeeded and helped revolutionize the retail and grocery industries.

Revolutions usually happen when the people rise up, but in this case it's happened when the people in power clamped down.

Because the grocery industry has been almost completely unionized on the West Coast, people who work in supermarkets have led middle-class lives for decades. Most could afford to own a home, keep their families healthy, save enough to help send kids to college, and eventually, to retire. All of the stores provided good union wages and benefits, so they competed on a level playing field, based on the quality of their products and services. They still managed to sell stuff at prices consumers could afford, and they still made plenty of profit at the same time.

Then along came Wal-Mart and its low-road labor strategy, and all that has changed.

Now we have a race-to-the-bottom competition among the retailers and grocery stores that have survived. Tens of thousands of unionized grocery workers in Washington have either lost their jobs or are giving up their wages and health benefits so their employers can try to compete with Wal-Mart.

Love Wal-Mart or hate it, you, too, are a victim.

In 2004, about 3,200 Wal-Mart employees were on taxpayer-funded health plans because their company — the richest one on Planet Earth — chooses not to offer affordable health benefits. That subsidy cost state taxpayers \$12 million that year, by the legislature's estimate. Twice that, if you include costs to federal taxpayers. New surveys show Wal-Mart still ranks No. 1 in Washington state for the number of employees using public health care programs, even though it is not one of the state's largest employers. The cost to state taxpayers is pegged at \$18.2 million for 2006.

The good news is that Americans are starting to figure all this out. People are starting to see the link between companies like Wal-Mart and their tax bills, their rising health care costs, and the economic destruction of their communities.

SPEEA Files Charges Over Early Retiree Medical

On November 30th, SPEEA filed an unfair labor practice charge against Boeing for failing to bargain in good faith and work jointly as promised to replace early retiree medical benefits for represented employees who retire at age 55. The charge relates to an agreement in their 2005 contract negotiations to replace the early retiree medical coverage benefit.

Preserving retiree medical for our Machinists new hires was one of the top issues, which prompted our 2005 strike. By standing united, Machinists Union members maintained this important benefit and are nearly the only payroll at Boeing to still have this coverage for new hires.



Starting January 1, employees hired into a SPEEA-bargaining unit at Boeing are not eligible to receive company-paid medical coverage when they retire before age 65. Boeing traditionally provided the coverage to employees with 10 or more years of service. Early retiree medical bridges the gap between ages 55 to 65 when Medicare takes over. Union estimates show replacing the coverage can cost more than \$64,000 for a single retiree — again demonstrating the value of preserving that benefit for IAM members.

"At the end of our negotiations, we agreed to work together and find a solution for new employees," said Cynthia Cole, SPEEA president. "Boeing management needs to come back into alignment with the promises made at the end of our negotiations and not rest until we have a solution."

SPEEA accepted Boeing negotiators' assurances to jointly develop a replacement for Early Retiree Medical Benefits during contract negotiations in 2005. The agreement is stated in a 'Letter of Understanding' (LOU).

Union leaders and Boeing management held several meetings to explore a replacement for the coverage. Five plans were explored with only one labeled unacceptable by the union. During a meeting in August, Boeing proposed the single unacceptable plan — a health savings account with a high deductible — as the company's only firm offer to replace the early retiree medical benefit.

On October 31, Cole and Executive Director Charles Bofferding discussed the lack of progress on early retiree medical and the need to meet the terms of the LOU with Boeing management, including CEO James McNerney, during a meeting in Chicago. A few days later, the union received a letter from Boeing's labor relations department stating the company had concluded efforts to replace the benefit.

"We don't like dragging Boeing into court to make the company honor promises to employees," said Bofferding. "However, it is important for our members that their union holds the company accountable for the gap between statements during negotiations and actions later. This was very disappointing and certainly bodes poorly for our next negotiations."

Boycott 13 Coins Restaurants

Employees at the 13 Coins Restaurants need your help. In April 2006, the restaurants were sold to a group of investors who have slashed employee benefits in order to line their own pockets.

Community and labor organizations have since endorsed a boycott of the 13 Coins restaurants, and we are asking that you do the same. After the sale, new owners immediately terminated the existing union contract and made workers reapply for their old jobs. The number of workers who have insurance has plummeted from around 140 workers to ONE. Shame on the new ownership! Let the 13 Coins management know that you will not patronize 13 Coins restaurants until this matter is resolved.

HONORING VETERANS

IRC Pays Tribute to Vets

While Veteran's Day often goes by without much notice, IRC employees in the 40-56 building in Everett made a point of honoring those who have served in our military. On Friday, November 10th, hundreds of employees gathered near the main transportation aisle of the 40-56 building to pay tribute to the color guards (representing each branch of the armed forces), who marched through the factory followed by many of the veterans who work in the building.

After the march, a ceremony in the cafeteria brought tears to the eyes of many and reminded everyone that Veteran's Day is a time to honor the men and women who have bravely served our nation. A moving slide show reminded everyone of the debt we all owe to veterans who have fought to make America what it is today. Speakers at the event included IRC Morale Team member Mike Wassemiller, IRC Director Beth Anderson, and Major David Silver, a Boeing environmental control system manager and Iraq veteran.

As part of the IRC morale team, which organizes events to boost team rapport, 751-member Mike Wassemiller helped organize the event and turn it into a reality. He was overwhelmed by the response and

participation throughout the IRC. Also on the morale team helping to coordinate the event were: Mike Wassemiller, Joe Olivarez, Jody Brown, Heather Beagle, Dallas Johnson, Darren Daughenbaugh, Lauren Wood, Norm VanDenHandel and Lisa Sanchez.

Beyond just the activities on that day, veterans in the building were celebrated by posting photos on a display board in the cafeteria next to flags from each branch of the Armed Forces. It was such a success, they decided to leave it as a permanent tribute and let others continue to add to the display.

"We expected to get a handful of responses and were shocked to have the wall nearly full. Some brought photos of family members who served to add to the display," noted Mike Wassemiller.

751 member Joe Olivarez, who works as an IRC assembly mechanic, was one of the color guards leading the march and joined the morale team to help with the event. He recently served in Iraq and was proud to wear his uniform for the event. "I thought it was awesome and long overdue. I wanted to do something to honor veterans of the past. My uncle came home from Vietnam wounded, and there was really no recognition for those veterans."

"This event got an amazing response. It helped Vietnam vets open up and brought healing for those who have held things in for years," Joe added. "We also made sure to recognize family members of vets because they are an extension of the military and make a tremendous sacrifice."

For Olivarez the event had added meaning. He noted, "This event brought my unit, which is based out of Everett into



Color guards led the march through the building followed by veterans. Employees lined the route to thank them for their service.



Mike Wassemiller paid tribute to the veterans.

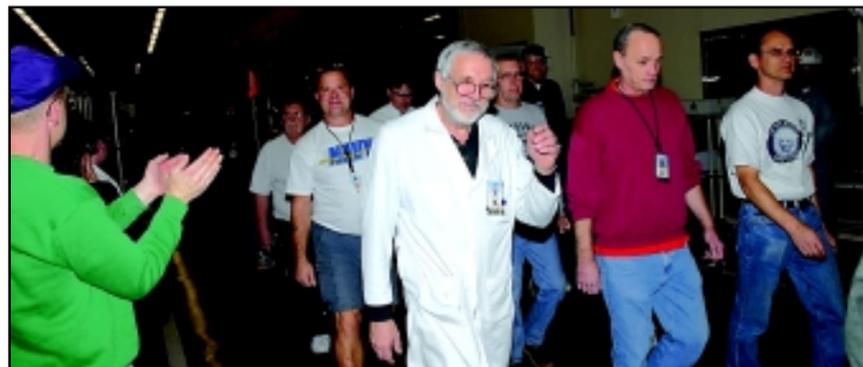
Boeing to serve as the color guard. I don't usually talk about the military service at Boeing because it is just something I do outside of here. Major Silver, who spoke at the ceremony and also works at Boeing, is from my unit and served with me in Iraq."

751-Member Tom Jackson, who served in the Marines from 1971-1975 noted, "It was a good thing that was overdue. I would like to see it expanded next year to include the wire shop and perhaps the entire building."

Guy Purdy was one of the vets who took part in the march. "When they first announced the event, like most Vietnam vets, I was skeptical, but it was very touching for me. It really struck home

when Mike Wassemiller stated veteran and troop support has nothing to do with politics or foreign policy. In the military I spent three years without a choice for my life, which made me truly appreciate the choices we have in our civilian lives," Guy stated.

"This is actually only the third time I have been thanked for my service in the army: first by my best friend on Veteran's Day about 10 years ago, then by a co-worker on Veteran's Day last year, and this event," Guy added. "Boeing has so many defense contracts and there are thousands of vets working at Boeing. It would be nice to make this a Company-wide event to honor all vets."

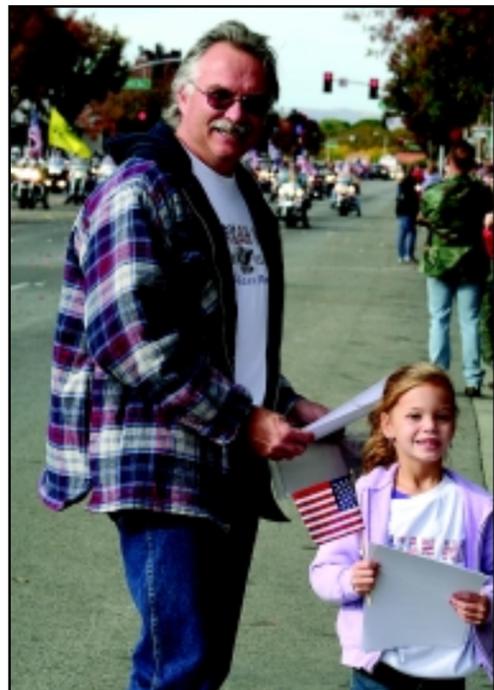


Veterans in the IRC in Everett followed the color guards through the aisle to a ceremony in the cafeteria to pay tribute to veterans. Employees applauded as the group passed through the building.



A display board with photos of veterans will permanently remain in the cafeteria as a lasting tribute.

Hartnagel Thanks Veterans for Service



Steward Joe Hartnagel and his granddaughter handed out American Heroes at the Veteran's Day parade in Lancaster.

751 Union Steward Joe Hartnagel offered a special tribute to those who served in the Armed Forces this Veteran's Day. He wrote a poem called American Heroes and handed it out at the Veteran's Day Parade in Lancaster.

Along with his granddaughter, Brooklyn Wells, he handed out over 600 copies of his American Heroes tribute to those lining the parade route. The Veteran's Day Parade in Lancaster, California this year had unique significance. The 2006 event gave special attention to those who served in Vietnam because they never had a 'welcome home' tribute from that war. The streets were lined with people as nearly 5,000 people turned out to pay homage to all vets.

Joe's American Heroes poem was a big hit. He noted, "I envisioned AMERICAN HEROES to be a tribute to all Veterans. I signed it anonymous because it should never be about me. It should always be about those men and women who make sacrifices so that we can continue to live in peace and freedom." He added, "I'm honored the Aero Mechanic paper is sharing it with others. I think it would be cool if some country singer could put this to music and turn AMERICAN HEROES into an anthem for all Veterans.

He added, "I would truly like to thank all the Veterans for being AMERICAN HEROES!"

American Heroes
*In my life I've never seen
 the face of war or what it brings.
 For there are those who gave their lives
 for my freedom for my rights.*

*I don't know their names
 and I could only imagine their faces
 as they head off to fight
 in far away places.*

American Heroes are they all.
Protecting 'Ol Glory as she stands proud and tall.

*And for those who didn't return,
 the eternal flame shall forever burn.
 American Heroes of the past
 memories of your actions shall forever last.*

They are Americas' Sons and Americas' Daughters.
Proudly serving to protect our borders.

American Heroes are they all
*defending freedom
 for one and all.*

May God Bless Our Troops!



Retired 751 Secretary-Treasurer Gearold Dargitz presents 751 Secretary-Treasurer Susan Palmer with the first IAM/Boeing contract from 1935, as well as many other historical items from 751's past. Dargitz donated the items to the 751 Labor History Committee for preservation and storage.

How IAM Local 751 First Got Its Start

Excerpted from "THE FIGHTING MACHINISTS, A CENTURY OF STRUGGLE" By Robert G. Rodden Submitted by the IAM District 751 Labor History and Education Committee

The door to industrial unionism was opened for the IAM in 1934 when the AFL favored the IAM over the Carpenters in awarding jurisdiction in the emerging aircraft industry. The Carpenters were a factor because aircraft production in the 1920's required craftsmen with both wood and metalworking skills.

With each passing day, however, aircraft manufacturing became less of a woodworking and more of a metalworking industry. At its 1934 session, the AFL ruled that both aircraft mechanics and aircraft factory workers came within the IAM's jurisdiction. The Council called upon the IAM to enlarge and step up its organizing in this field and the Carpenters agreed to step aside.

When the IAM won jurisdiction, the business representative for Local Lodge 79 in Seattle, known as Sandy Sandvigan, was assigned. He was a solid trade unionist and a mature, experienced organizer. For many years he had been directing his unemployed journeymen to jobs available at Boeing.

Boeing was then a comparatively small enterprise and relations between management and labor were relaxed. While wages and working conditions were erratic and out of line, the men in the shops generally considered management as "good guys." Unlike most older basic industries such as auto and steel, there was no deliberate, mean exploitation, no clear-cut anti-unionism at Boeing. In fact when an organizer from a federal union of aircraft workers in Buffalo came out to set up a spin-off local in Seattle, the Boeing management gave him a room in which to meet with employees.

Before Sandvigan could charter a Machinists lodge at Boeing he had to convince the powers at Grand Lodge. The old railroaders on the Executive Council feared that if the IAM asserted an all-inclusive jurisdiction over aircraft workers, it would waive its traditional claim to craft unions of machinists in other industries. The Executive Council would have preferred to put the unskilled and semi-skilled workers at Boeing into a federal union, allocating the craft skills to their individual unions, with a council of crafts negotiating as a federation of unions. This was the way it was done on the railroads. Fortunately, Sandvigan persuaded Grand Lodge that a different approach was necessary in the aircraft industry.

In September, 1935 the IAM chartered what came to be known as Aeronautical Mechanics Lodge 751. In time it mushroomed into the largest local unit of organized labor in the country and it gave the IAM its start toward becoming the largest union of aircraft (now aerospace) workers in the world.

In the spring of 1936, Local 751 notified the company, and the recently established National Labor Relations Board, that it had signed up 70% of the employees. Boeing recognized the union without an election. In June, Sandvigan helped the new and inexperienced committee of Local 751's officers negotiate their first contract. It consisted of two and one-half typewritten pages plus a page and a half of seven basic job classifications. It provided for minimum hourly wages (ranging from 40¢ to a \$1.00) and set an eight-hour day, five-day week, with time-and-a-half for overtime, weekends and seven named holidays. The first Boeing contract not only became the foundation for those that followed at Boeing, but for the predominant position the IAM has since won in the aerospace industry. When the UAW set out to organize aircraft workers on the West Coast, they skipped Seattle because the IAM's foothold was too secure. And when the IAM challenged the UAW at aircraft factories in Southern California, the Grand Lodge recruited two young organizers out of Lodge 751: Tom McNett and E. L. Lynch. *McNett had been the first recording secretary of Lodge 751.

Just as Machinists from other Local Lodges helped organize Lodge 751 and our early members as well as those who followed helped organize other aerospace workers, we continue today in this tradition as District 751 members, stewards and staff continue to organize workers into our union so they may benefit as well. Helping other workers secure the benefits of unionization also helps protect our standard of living and the benefits we have fought for and won.

*Although this was supposed to be a temporary assignment, both McNett and Lynch remained on Grand Lodge staff for many years. McNett became president of District 727 in California. In 1969, he was shot to death in a tragic and senseless shooting spree by a member who had been reprimanded by the company. A check of grievance records revealed the union had previously won six straight cases for this member.

751's Helping Hands

As the holiday spirit kicked into full swing, so did the volunteers at 751 in stepping up their efforts to help others. Throughout the holiday season, 751 members were visible in the community volunteering their time.

On December 1st, over 50 members and their families converged on Westlake Center to help with the Salvation Army bell ringing.

The next day, members helped at the Tacoma and Everett malls – accepting food and cash donations for Northwest Harvest as part of the King 5 Home Team Harvest Food Drive. Volunteers braved the cold from 7 a.m.

to 3 p.m. The one-day drive collected about \$86,000 in cash and 212,000 pounds of food.

Volunteers also built several wheelchair ramps for area residents, performed street clean-up projects, and continued to prepare and serve meals at both the Everett Gospel Mission and Tacoma Rescue Mission. Another group of Machinist volunteers helped with the Salvation Army toy distribution – picking up the donations and delivering them to Qwest Field. Then handing them out to the needy.

Thanks to all the members and their families for taking part in these events. Their generosity is greatly appreciated and helps better the lives for others in our communities.

Union Steward Gary Perry is one of the regular volunteers at the Tacoma Rescue Mission.



Chris Louis helps stack donated food into the Northwest Harvest truck.



Members regularly prepare and serve food at



751 members accepted food donations and carried them to the truck.



751 member Everett Mall.



Above: Volunteers were at the Everett Mall at 7 a.m. on Saturday, December 2nd to help King 5/Northwest Harvest Food drive. Volunteers collected food from 7 a.m. to 3 p.m.

COMMUNITY SERVICE



A passing child gives a donation to the station manned by Business Rep Ray Baumgardner, Steward Brian Pelland and Retiree Ted Ogston.



751 members and their families turned out in force to take over the Salvation Army Bell Ringing around Westlake Mall on Friday, December 1st.



Left: The second and fourth Saturday, members prepare and serve meals at the Tacoma Rescue Mission.



The 751 Santa (a.k.a. Joe Crockett), along with his elf (Rich McCabe) handed out candy canes to hundreds of children in the Westlake Mall area during the bell ringing event.



the Everett Gospel Mission.



Some of the members taking part in the bell ringing stop to pose for a picture. The 751 bell ringing event coincides with the 'Figgy Pudding' caroling - making it a festive night for all.



Members unload a truck of food donated for Northwest Harvest at the



Bert Groom picks up the street.



Photo right: Union Steward Dorothy Crace and Sean Lambert were festive as they rang the Salvation Army bell near Westlake Center.



with the



751 members participating in the Adopt-a-Road program clean up our stretch of the street in Kent.



Volunteers pose near the 751 sign on the Benson Highway after completing the recent clean-up.

NOTEWORTHY

2007 UNION DUES AT BOEING

Monthly Union dues rate for IAM hourly workers at Boeing will be \$63.20 for 2007. The 2007 dues are calculated at two times the average hourly wage (based on wages from Sept 2005 through August 2006, including the 8% ratification bonus) plus \$1.10 per capita tax to the Grand Lodge.

UPDATE ON STOLEN LAPTOP

Individuals affected by the latest Boeing laptop theft are being offered free membership in Experian's Triple Advantage credit-monitoring program. Triple Advantage will identify and notify users of any key changes that may be a sign of identity theft.

Affected individuals who are personally notified by Boeing must activate their membership by April 15.

Employees who were affected by a previous personal data loss and have already activated a credit-monitoring membership do not have to re-enroll. Their membership will automatically be extended a year for a total of four years from the original activation date.

Employees and retirees can see on TotalAccess if they were affected. Employees who don't have on-line access can contact TotalAccess by phone at 1-866-473-2016.

Report from the President

Continued from page 2

Finally, the Union has put together an aerospace bill, which will be introduced in the state legislature in early January. Basically it will ensure that aerospace companies who take advantage of state tax incentives will be required to pay family wages and provide health care. They will be asked to report wages and benefits regularly. If they break labor law (as in organizing drives), they will be forced to repay the incentives. Also on the agenda will be discussions regarding organizing, growth in the aerospace and timber industries and several other worker related bills.

Again, enjoy the holidays with your family, and I look forward to representing you in 2007.

751 is Top for Guide Dogs

751 was again the top contributor to Guide Dogs of America with an impressive \$234,000. This money was raised through individual contributions and various fundraisers held by the Local Lodges throughout the year.

Guide Dogs of America presented 751 with a special award for their efforts.

L to R: Secretary-Treasurer Sue Palmer, Rhonda Bissell - Public Relations/Development for Guide Dogs of America, District President Mark Blondin, and Guide Dogs President Jay Bormann are joined by Tyler, a golden retriever in training to be a guide dog.



Safety Tip for Winter Driving

Can you handle the risks that weather conditions can pose to your driving?

Mother Nature can be quite harsh at times. Weather is a contributing factor in many accidents. Before beginning an automobile trip, consider weather conditions and think carefully. In some instances, it might be wiser to postpone your trip until the weather improves.

If you do need to drive, follow these tips for safer driving:

- Check the weather forecast before beginning your trip.
- Be sure your wiper blades are in good condition.
- Check the condition of your tires and proper air pressure.
- If traveling in the winter, take a survival kit that includes blankets, matches, candles,

flashlight, water, and food.

- Take a cellular telephone with you.
- Turn your lights on during inclement weather and during low-light conditions.
- Slow down.
- Keep your windows clean and free of snow and other debris.
- Adjust your rear-view mirrors.
- Maintain a safe following distance, don't tail-gate.
- On water-soaked roads, be alert for hydroplaning conditions.
- Be cautious of high-wind conditions, especially if vehicle is top-heavy or has a large cross-sectional area.

For more information on safe winter driving go to <http://www.cartalk.com/content/features/WinterDriving/>

Raising Awareness on Society's Mysterious Third Sector

by Lem Charleston,
Human Rights Committee

The "Third Sector"?

Q: What is the third sector?

A: It is the best kept, worst possible "secret" ever to exist in working America. The ignorance causes unbelievable damage to the poor and incredible carnage in the lives of the disenfranchised. It is also one of the causes of continued woes in the war on homelessness..... What is the cause? Who is the culprit? If you take a moment to look in the mirror you will find the culprit.....

Here is the "official" definition (from Wikipedia) of this somewhat mysterious element of our society: The voluntary sector of a nation's economy consists of those entities which are not for profit and yet, at the same time, are not agencies of

the state - e.g. charities, religious organizations. They may, in some countries, be subject to state scrutiny if they wish to qualify for charitable status. Voluntary sector organizations form part of The Third Sector, which although still ill-defined, includes organizations such as Cooperatives, Trade Unions and Universities.

(This is pure opinion: The term "Third Sector" does not seem to be one that has been widely adopted either within the sector or outside it. Organizations within the sector tend to identify more closely with their immediate categorization i.e. we're a charity or a voluntary organization as opposed to a third sector organization.)

This Third Sector lives in a world where the do's and won'ts collide in a calamity of corporate policy, and beurocracies of non-sense. As we glide into the most passionate season of the year, it is imperative for all of us to understand where our money goes, (If we give), what the expenses are going to, and who they are going to.

There is a way to maximize the funds that are donated and a reason for the ways the funds are spent. Herein lay the reasons for a "Third Sector". This is an industry of giving, and the "business" of giving. Many of us, not privy to the inner workings of this industry, will be easily offended by the "business" of giving. This industry is not unlike any other industry. There are decision makers, there are analysts who evaluate who, where, and how to give. All of the various tiers in your average business are present in this sector also.

In order to make the best use of the

donations provided, to these agencies, it is imperative that the allocation of these funds be monitored, leveraged, and spent in the most efficient manner possible. This takes the skills of people who are experts in this arena of need. Granted this is "the business" of giving - keep in mind the "business" aspect of this endeavor. The folks who engage in this effort do so knowing how to get the funds to make the most out of those donated funds. It is wonderful that these minds are at work attempting to mitigate the woes of society - such as floods, earthquakes, and tornadoes, and a host of misfortunes that often overtake some of us at the worst possible times. However, they must also help with the more common calamities that occurs on a daily basis such as domestic violence, food banks, referral systems and the like.

Again, these efforts must be addressed by the most proficient minds available. These minds can't come cheap, (you get what you pay for). I would not want the Federal Reserve managed by amateurs. Neither would I want my hard earned donated dollars allocated by an amateur who only engages in the Third Sector part time. This is by no means an advocate for the salaries of the managers in the philanthropic fields, but rather a more indepth understanding of this ghost sector. Many of us find it hard to invoke sympathetic thought concerning salaries of upper managers. This is because of the plethora of scandals that populate our media. We see these monsters destroy the lives of the middle class with reckless abandon and careless feelings. These are the stupid few that fail to realize the price of greed. That

bill comes due as prison guards take off the handcuffs as you are put in your cell. Or worse... as you take your last few breaths of life, while regretting the greed that engulfed your youth. This usually comes when you realize, that those who see you finally pressing a dying pillow are not friends and family, but vultures disguised as business partners and associates, who have that half smile of impending victory for them a doom for you. These are not the typical corporate whores that proliferate the conventional segment of business society. These are those who provide an alternative to starvation, poverty and misfortune in this the greatest of nations. Where else would you want this skill level?

So the next time you are asked to give, think seriously about that "Third Sector" as disgusting as it is to see people getting paid too much for too little. It is a relief to realize that no matter how much executives make in this Third Sector, it is nothing compared to the restoration of dignity, the removal of pain, the eradication of homelessness, the treatment of addiction the rescuing of the abused, the feeding of the poor. The deliverance of the oppressed, from a society that forgets to be kind. The inspiration for this Third Sector is sometimes divine. Thousands of years ago a command was given to a civilized people, this command, was to give. Deuteronomy 15:4 "Save when there shall be no poor among you; for the LORD shall greatly bless thee in the land which the LORD thy God giveth thee for an inheritance to possess it:"

Is it any wonder why we are losing our country to nonsense...



This destitute family is the object of the good work of the Third Sector.

RETIREMENT NEWS

Retirees Get Into the Holiday Spirit at Luncheon

Retirees got into the holiday spirit at their annual Christmas luncheon on Monday, December 11th. The event offered festive holiday music, a traditional turkey dinner and free raffle prizes for many of those attending.

District President Mark Blondin thanked retirees for their hard work, which built the Union. He pledged to work closely with the new Congress to revise Medicare prescription drug coverage, as well as attempt to get bargaining rights for existing retirees.



Above: Irene Tilford and Mary Allen pose for a photo.



Above: Retirees filled the Seattle Hall for the annual Christmas lunch.



Left: Bernice Hovan won a beautiful poinsetta.



Above: Retirees enjoyed the annual luncheon.

Photo left: Bob Medema joins friends for the event.



Maria Mouser and Al Koenig wore santa hats to get into the holiday spirit.



Below: Retirees were served a traditional turkey dinner with all the trimmings.

751 Retired Club November Meeting Minutes

by Ruth Render, Retired Club Secretary

The November meeting was called to order by President Al Menke. The Lord's Prayer was said followed by the flag salute and the singing of "God Bless America," led by Recording Secretary Ruth Render.

Roll Call of Officers: All officers were present or accounted for.

Minutes: It was M/S/P to accept the minutes as printed.

Financial Report: A motion was made to accept the report as read. M/S/P

Business Representatives' Report: Business Rep Paul Knebel spoke about the election and how the Democrats succeeded in winning back the House, as well as the Senate. This should lead to some positive changes. He also reported the decision for the Labor Day Arbitration was in favor of the Company. It was decided that employees would not get paid for that day. Paul wished everyone Happy Holidays.

Health & Welfare: Ill members this month are William Taylor and Al Arrington. If members know of anyone

who is ill, please contact the Retired Club officers or the 751 Union Health and Welfare Office.

Legislative Report: Carl Schwartz started by thanking everyone who volunteered their time this election season. It really made a difference. Most importantly, the citizens of Washington State re-elected Senator Maria Cantwell. While Darcy Burner in the 8th District did not pull off a win, she definitely came close with 49%. All of our Democratic Congressmen were re-elected and now all committees in the House and Senate will be chaired by pro-labor and pro-retiree leaders.

We are continuing to push on the COLA issue, and will work with Jim McDermott to try and obtain a hearing on that issue.

As we go into the holiday season, the Legislative Committee thanks everyone for their support during this past election. Enjoy your holidays.

Old Business: None.

New Business: None.

Good of the Order: Gene Hoglund spoke about the No Tunnel Alliance. They have been invited to meet with the

Governor's Executive Assistant to present the 1800 signatures they got from people who want the issue to come down to a vote.

John Guevarra spoke about the importance of staying active politically even though we have a Democratic majority now. We still need to make sure that our needs are heard.

George McIntyre thanked the Local Lodges for the food they have donated.

Presidents Report: President Al Menke reminded everyone that this meeting will be the last business meeting of the year. The next one will take place on January 8, 2006.

Birthdays and Anniversaries: November birthdays included James Evanson and Cherie Menke. Anniversaries are Andy & Dan Stocklowski – 50 years on October 20th and Mary & Mel King – 32 years on November 23rd.

Adjournment: Meeting adjourned at 11:32 a.m.

NOTE: No business meeting in December, as the annual Christmas luncheon is held in its place. Next business meeting will be January 8th.

Retirees

Congratulations to the following members who retired from Boeing:

- George A. Bailey
- Ronald L. Black
- Theera Boonthue
- Jesse R. Burns
- Gary F. Carlsen
- Thomas R. Dunson
- Kenneth L. Edgell
- Joseph P. Fortin
- William F. Garland
- Elmer T. Gipaya
- Marvin E. Gotner
- Kenneth R. Hogan
- Henry C. Kelley
- Lee J. Lalonde
- Karen J. Lopez
- James Myers

REMINDER: Everett Retirees Group meets at the Everett Union Hall (8729 Airport Rd), the fourth Tuesday (Jan. 23) at 1 p.m.

RETIRED CLUB OFFICERS

President	Alvin Menke	425-235-9361
Vice President	Al Wydick	253-876-2147
Secretary	Ruth Render	206-324-4055
Treasurer	Betty Ness	206-762-0725
Srgnt-at-Arms	Leroy Miller	206-878-0601
Trustees:	Louise Burns	206-242-5878
	Cherie Menke	425-235-9361
	John Guevarra	206-762-3848

Union Office: (1-800-763-1301) or 206-763-1300

The Alliance of Retired Americans south area chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600E. Smith St) to discuss Social Security, Medicare and many other issues of concern to seniors. Join us and share your opinions. For more information, contact 206-762-3848 or 253-630-5280.

FREE WANT ADS FOR MEMBERS ONLY

ANIMALS

BIRD FINCHE LAFEBER'S nutrition-rich granules food, 5 lbs., new. \$15. 253-852-6809

AKC WEST HIGHLAND TERRIER, female puppies, 5 & 8 months old. \$650 each. Pictures available. 509-863-8010 or email winwinx1@netzero.com

AKC YORKSHIRE TERRIER TOY, 4 1/2 years old adult, 10 lbs., needs good home. \$750 plus shipping. Cash. Spokane 509-863-8010 or email winwinx1@netzero.com

AKCYORKSHIRETEACUP TERRIER, 9 weeks old, female & male. Male, 1 lb 6 oz, female 1 lb 9 oz. \$1600 each. Cash. Spokane 509-863-8010 or email winwinx1@netzero.com

LOVING BLACK LAB, male 5 months, neutered, all shots. Great with kids, dogs, cats, loves to fetch. \$40. 425-271-8511

XMAS PEKACHU PUPPIES (Pekinese/Chihuahua mix). Ready Xmas Eve or January 1st. \$250. 425-345-2557 or email carol.bogdan@comcast.net

APPALOOSA WEANLING FILLY, Sir Wrangler dam, roaning out nice, only \$1000 due to injury. POA weanling, highly colored, dam is half mustang, \$2200. Appaloosa weanling colt, tri-colored black/brown/white spots, quarter horse dam, stallion prospect, \$3500. 253-875-7944

AUSTRALIAN SHEPHERD PUPPIES, ASCA/AKC \$100 - \$750. (3) Blue Merle males, (4) Black Tris (2) males - (2) females. Born Nov. 16, ready Jan. 4. Taking deposits. zippor1899@aol.com or 425-788-0288

AUTO PARTS & ACC

STEERING COLUMNS REPAIRED - fix that unsafe, loose, tilt or telescopic column today! Columns repaired or modified. Columns and parts for sale. 425-228-3326

NOSE MASK for Nissan Pathfinder (standard only). Brand new, fits 1986 and newer models without fender guard moldings. \$30 obo. Cruise Control - ZT-11. Fits any car, van or light truck. Includes electronic clutch switch. Command module is only 2 1/4" wide, never used. \$75. 253-852-6809

FORD "8N" FARM TRACTOR, front-end loader, 3-point hitch, PTO, rear blade. Tooth chipped in transmission. \$600 obo. 425-432-4138

AIR-FLOW TAILGATE for Ford, 2000 and newer. Needs paint. \$100 OBO. 253-249-8950

(2) STUDDER WINTERKING SNOW TIRES, P245/75/R16 mounted on Dodge 5-hole factory chrome rims for full-size Ram pickups. May fit other vehicles, 2 months usage. \$200. 253-217-6920

FIBERGLASS EURO-LID II by Astro. GM color code #V59, silver gray. Fits 1999 & up Chevrolet/GMC short bed. \$200. 206-767-9817

(4) STUDDER SNOW TIRES ON RIMS for Nissan Quest. \$120. 253-833-9459

SET OF (4) NEW KUMHO TIRES, less than 200 miles, 245/50R1697H. These are 16" radial tires that came off a 1964 El Camino. Puyallup area, \$200 OBO. 253-203-4098

BOATS

BAYLINER COWLING for 85 hp. boat, new. \$40 OBO. 253-852-6809

16 FT. RANGER fiberglass boat with carves. Recently overhauled 65 hp. Evenrude outboard. Trailer, life jackets, ski's, rope, anchor, (2) gas tanks. \$1800 OBO. Additional information please call 206-915-3270

COTTAGE INDUSTRIES

SWEETHEART RINGS - genuine garnet, ruby and amethyst rings are available gift wrapped for \$99. 360-652-7430

Try a new liquid NUTRITIONAL SUPPLEMENT called Seasilver. Buy 3, get 1 free. For more information, log onto www.seasilver3plus1.com or call 1-800-218-2330. Coupon #5266-0399-92345-0193

AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue Jan. 11th

DISC JOCKEY for hire. Wedding receptions, birthdays, holidays, retirements or any other party. I can make your event a true celebration. Although, I specialize in the oldies, I play the music from the 30's, 40's to the present. Swing, Rock & Roll, Top 40, Country, Disco - You name it, I play it. 425-888-0310

NEED TO TALK TO AN ATTORNEY? \$26.95 per month, includes wills, identity theft protection. Call 253-759-9222

PLASTIC WELDING - repair ATV/quad fenders, motorcycle fairings, RV and boat holding tanks, mower chutes, grass catchers. All Thermoplastic Repair. Actual plastic welding - no glues used. Welds 98% as strong as original plastic. 360-420-8033

WHEAT-FREE organic gourmet dog treats for your "lil yapper". Choose from cheese, bacon, peanut butter and many others. 360-691-5253 Lil Yapper pet products

TRI-CHEM PAINTS AND KITS - art, craft supplies for wood, glass, fabric, etc. Monthly specials. Catalogs - send \$4 (credited on first order) to Daisy B. 30803 7th Ave SW; Federal Way, WA 98023. Help needed. 253-839-7272 or cell 253-691-2090

HANDMADE BABY BLANKETS - perfect baby shower fit \$20-\$65. Call or email goldwing23@verizon.net subject line "BLANKETS" Lisa. 360-757-7460

CUSTOM WOODEN STORAGE SHEDS AND GARAGES - many styles and sizes, built on your lot. Best build and best price guaranteed! 866-503-5669

ANOTHER MAN'S TREASURE - eBay Consignment Service. Reasonable rates, custom ads, maximum exposure, 100% positive feedback. Get road show prices for your "junk". Whidbey - Everett - North Puget Sound. 425-608-0233 or 360-301-9659

HOUSEKEEPING at a very affordable price. Have time to spend doing those things you really want to do and have a clean house, too! 253-891-2744

HANDMADE BIRD HOUSES, perfect Christmas gifts. Removable roof, whole location perfect for Northwest birds. \$10-\$12. 425-743-7510

GOT SPORTS? Create memorable end-of-the-season sports DVDs! Digital Carousel will edit & manufacture your custom DVDs. "How to" list available. 206-300-4886 or www.digitalcarousel.com

HOME MORTGAGES - Refinances and Credit Lines available at low or no cost. Call me today! Keith Lilly 206-200-3863

ATTN TO DETAIL WOODWORKING - cabinets, hutches, bookcases. 425-255-3483

CUSTOM WOODWORK - cabinetry, bookcases, fireplace mantels, etc. Please call 206-713-5257, evenings 360-886-8908

FOR SALE - ceramic supplies, green ware, bisque, molds, glazes, stains, etc. Going out of business. 253-833-4499

FOR SALE - real blown white goose eggs. Ready for your art and craft project, blown, sanitized, with single hole drilled in bottom. \$1 each. 360-825-5171 evenings - www.smilinggoose.com

RAW WOOL for sale, \$1.50 to \$3 a pound. Some last year's wool at \$1 a pound also. Whites and grays. 2 year old Romney breeding ewes, \$125. 360-802-6640

ESTATE OR DOWNSIZING TOO MUCH FOR YOU? We take care of everything from antiques to pots and pans. Call 425-238-8002 for free consultation

WWW.BURNLOUNGE.COM/ACTQ, the newest entertainment business. Download music; burn to CD. Single \$99, album \$99.99. Selling music legally - soon games, movies, cell phone tones. Email: gsmnetles@hotmail.com. 253-863-4854

TOO MUCH MONTH at the end of the month? Do you dream of owning your own business? Don't delay. Call your local Independent Associate for more information. PT/FT opportunity with Pre-Paid Legal. Be your own boss! Call today! 253-826-8900

INTEGRITY INSURANCE, we specialize in all your insurance and financing needs! Annuities, auto, life, mortgages: purchasing, refinances and commercial. Call Crystal for a free quote or analysis today at 206-388-8356

THE SMOKEHOUSE & MORE offers delicious smoked prime rib, free range turkeys (fresh & smoked), double smoked bone-in & boneless ham, smoked salmon and other meats, salads, etc. Call 1-360-886-9293 to order or visit us in Black Diamond at 32721 Railroad Ave.

SPINNER/CRAFTERS DELIGHT! Unprocessed fleece, mostly white. \$25 per pound. 360-983-8424

MAGNETIC HEMATITE JEWELRY, bracelets, necklaces & ankle bracelets. Used to treat a wide variety of ailments. Wear 24 hours, 7 days a week for relief. 253-217-6920 for info

MORTGAGE LOANS - REFINANCING. If you are in the market to save money, look no further than Crissy'D. Whether you are looking to become a first time home owner or looking to refinance your existing loan rate, I have info that can help you now! 206-949-3888

RETIRED (OR NOT) & BORED? Sick & tired of being sick and tired? Check out my website & call me if interested. www.mynikken.net/jerryhazel 253-840-2108

NEED TO REFINANCE? Purchases, lines of credit available! Call Kimberly at 425-238-9370

PAYING THROUGH THE NOSE? If we program your existing security system to call our station (www.monitoringamerica.com) then we'll monitor your home for \$120 a year. Alarm Group Services 425-608-0233 or 360-331-5459

GRAND OPENING: Massage By Design. New local. Book first massage, get special price of \$40. X-Mas gift certificates available at same great special price. 1710 100th Place SE, Suite 102, Everett. 425-760-0968

GIVE LOVELY JEWELRY FOR CHRISTMAS. Necklaces, watches, earrings, etc. I make them in my studio and they are very special for that special someone. <http://www.jewelry-art.com/> or 206-949-3888

ELECTRONICS & ENTERTAINMENT

ANTIQUE PHILCO RADIO, upright, excellent wood finish. \$400. 253-631-3831

FURNITURE AND APPLIANCES

EURO-PRO VAPOR STEAM CLEANER, 1500 watt, with attachments and manual. Like new! \$100. 38" fireplace screen, free-standing, black & brass, plus brass tools. Very good cond. \$95 OBO. 253-852-6809

ANTIQUE TABLE, 24" square with shelf. \$75. Antique desk & chair - 34" wide x 16" deep, 3 large drawers plus flip top front. Nice cond. \$150. Eddie Bauer Child's Sleigh/Sled 28"x14", new with back. \$50. 253-852-6809

SOFA AND LOVE SEAT, floral print, camel back, rolled arms. Nice cond. \$350. Roll-top desk, oak, extra large, locks. Exc cond. \$2000. Oak entertainment center, front fully doored. One door etched, leaded glass. Space for TV, stereo and more. \$400. 253-631-3831

OAK BEDROOM SET, 7-pc. Burlington House set includes triple dresser with mirror, door armoire, queen headboard, mattress, box springs and one nightstand. \$500. Antique Singer sewing machine, oak, exc cond, works, complete. \$550. 253-631-3831

ANTIQUE HIGH CHAIR, oak, exc cond. \$75. Antique kitchen cupboard, wood finish, glass doors, white wood shelves. \$350. Antique wood cook stove, "Coles Hot Blast," includes oven. Trimmed in nickel, needs restored, complete. \$500. 253-631-3831

QUEEN MATTRESS, Spring Air, pillow top, 6 months old. \$50. 206-762-4732

ANTIQUE DRESSER circa 1915. Beautiful, original condition, refinished, with mirror, 2 big drawers with original hardware. Aprox. 36" wide by 17" deep. Nice smaller size. \$260. 360-387-5572

MURPHY BED, single, white, paid \$1000 asking \$350 OBO. COMPUTER SWIVEL CHAIR with rollers, paid \$80 asking \$20. 425-255-9542

BUILT-IN KENMORE COMBINATION MICROWAVE/OVEN, \$350 OBO. Free standing hot/cold bottled water dispenser, \$25. 425-687-7664

Circle One: ANIMALS ELECTRONICS & ENTERTAINMENT PROPERTY
BOATS FURNITURE & APPLIANCES RECREATIONAL MEMBERSHIP
TOOLS RECREATIONAL VEHICLES SPORTING GOODS
HOUSING MISCELLANEOUS VEHICLES
AUTO PARTS & ACCESSORIES COTTAGE INDUSTRIES

Ad (25 word limit. Please print).

Phone (or Address)

The following information must be filled in for your ad to appear:

Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Jan. 11th!

REFRIGERATOR, 20 cu. ft., top freezer with ice maker, 5 yrs. old. Great cond! \$225 OBO. 425-902-1399

SOLID OAK ENTERTAINMENT CENTER, 57 1/4" x 65 1/4" x 24 3/4", \$250. 9-drawer dresser/mirror and (2) 2-drawer nightstands, \$150 OBO. 360-897-8672

DINETTE SET, white oval, 42" x 52", includes (6) chairs with blue seats and 18" leaf. \$100 OBO. 206-762-1117

SOFA & LOVE SEAT with pillows, \$100 OBO Cash. Microfiber sectional, light gray with bed, good cond. \$200 OBO Cash. Cocktail table, 2 for \$150 OBO Cash. 206-284-8909

HOUSING

KONA, HAWAII oceanfront condo. Enjoy luxurious view, private lanai, 2 BDRM/2 bath w/jacuzzi and pool. \$840-\$940/wk. Discount to Boeing employees pays taxes. www.banyantreecondo.com. 206-938-9214

FURNISHED WATERFRONT PENTHOUSE for rent. 1 bdrm, 1 bath, 1000 sq. ft., gas fireplace in 9-unit apt. bldg. \$1500 mo/\$1000 damage deposit. NS/NP. Call 425-772-5267 or see www.wa-waterfront.com

FURNISHED WATERFRONT APARTMENT for rent. Close to Everett Plant. One bdrm, 600 sq. ft. in 9-unit apt. bldg. NS/NP. \$975 mo/\$500 damage deposit. Call 425-772-5267 or see www.wa-waterfront.com

UNFURNISHED WATERFRONT APARTMENT for rent. Close to Everett Plant. One bdrm, 600 sq. ft. in 9-unit apt. bldg. NS/NP. \$775 mo/\$500 damage deposit. Call 425-772-5267 or see www.wa-waterfront.com

FOR RENT: 1 BDRM apt., daylight level, private, rural setting in Kent home, older couple. Furnished, one person only, no pets, all utilities furnished. \$500/mo, cleaning fee negotiable. 253-631-6119

MISCELLANEOUS

NYLINT TOYS, 2 trucks, 1 armored bank sound machine, 1 lg. Tonka Jeep. Good cond. \$80. Antique canary bird cage with 5' heavy solid brass stand. \$75. 253-852-6809

GLASS GALLON JARS (15) with lids for honey, food storage or seal. \$3 each. Canning jars, regular mouth pints and quarts with rings. Pickle & Prego jars with lids, work great for canning, jams and jellies. \$1 to \$3 a dozen. 253-852-6809

EURO-PRO VAPOR STEAM CLEANER, 1500 watt, with attachments and manual. Like new! \$100. 253-852-6809

FARMALL Cub Tractor Owner's Manual, old one, 1948. \$50. 253-852-6809

PLANTS - 4 large Christmas cactus, Bird of Paradise starts, large hibiscus plant. \$7.50 - \$35. 253-852-6809

LOW BACK BUCKET SEAT COVERS, sheep skin, tight custom fit. One (1) pair - plum color, new. \$45. 253-852-6809

COFFEE TABLE, 40" round, heavy glass top. 21" dark wood stand. Good condition. \$90. 253-852-6809

WOOD BOXES (14), small, medium, various sizes - old. \$35. Glass 1/2 gallon & gallon jars with covers for storage. \$1.50 - \$3 each. Bee supplies - metal & nylon strainer, gate for bucket, feeder jar, new. \$15 for all. 253-852-6809

HOUSE PLANTS - spider, various kinds of wandering jews, rosary vines, angel wing begonias, ivy, purple hearts, mother-in-law tongues, Chinese evergreen, African milk tree, crown of thorns, peperomia, shefflera, mosses in a boat. Large, medium & small, \$1 - \$45. 253-852-6809

SQUARE 4 AND 5 GALLON CLEAN BUCKETS for storage with lids. \$1.25 each. 253-852-6809

SEARS MEN'S WINTER JACKET with hood, navy, for work or leisure, size 42/44, good cond. \$25. Coveralls, gray stripe, size 42 short, good cond - almost new, (2) pairs. \$20 each. 253-852-6809

FIREPLACE INSERT with glass and screens, electric heatator fan. See it work! U-haul (heavy). \$100 OBO. 206-362-2143

FOR SALE - 19"x31" white cabinet-type vanity top bathroom sink with faucets attached, \$20. Old metal toolbox with assorted large and medium size open-end wrenches, \$10. 206-935-6535

OIL SPACE HEATER, 2 oil drums, 2 wood stands. \$50 CASH and you patch hole on roof. 425-255-2999

7 1/2' FIR CHRISTMAS TREE WITH LIGHTS and decorations, used twice. \$70. 360-556-9254

RIDING LAWN MOWER, 12 hp. Briggs & Stratton, 5 spd. with reverse, 36" with grass catcher. Very well maintained, extra blades and bolts with manual and records. \$350 OBO. 425-902-1399

ANTIQUE PEDASTAL SINK, 24"x20"x30", white. Top needs resurfaced. \$100. 425-392-4786

BOOK FOR SALE - America's True Heroes. Author, 14 year old Nicholas Rider, will introduce you to 118 American veterans whose contributions and sacrifices have helped make our country great. WWI to war in Iraq, the Army, Navy, Air Force, Marines and Merchant Marine veterans will inspire you by their bravery, commitment to duty and love for their country. Great Christmas presents! Order from Nicholas Rider, PO Box 488, Monroe WA 98272. ISBN-13:978-0-9788182-4-1

WANTED TO BUY - 6-7 hp. self-propelled lawn mower. Also 2500 - 3000 PSI pressure washer. No junk! Will pay cash. 253-952-4364

RETIRED MUSICIAN'S SELMER TENOR SAX - USA model, \$1800. 425-255-1184

ANTIQUE GRAPE AND/OR APPLE GRINDER/PRESS, makes great cider or grape juice, \$150. 425-255-1184

LOG SPLITTER, 4-ton electric, like new. \$199. 206-244-4823

HARLEY DAVIDSON BOOTS, black, size 12 (big), new. \$110 OBO. 253-661-1170

CUMMINS 6" BENCH GRINDER, \$20. (4) 6-hole Chevy wheels with nearly new tires (2) studded, (2) 700-15 wheels, tires, and chains for 1965 Chevy pick-up, FREE. 425-255-1804

BOYS BICYCLE, like new, good condition, \$25 OBO. PUSH LAWN MOWER with grass catcher, little usage, \$40 OBO. 206-235-5457

FORD FERGUSON "9N" TRACTOR, good condition. \$2300. 206-242-6905

PROPERTY

LAKE TYEE RV LOT, space 3A18 in Concrete, WA. Clear deed, taxes and membership fees current. A great escape for all four seasons! Full hookups. \$18999 OBO. See <http://www.laketyee.org>. 206-228-1602

(4) LOTS IN VETERAN'S SECTION, Greenwood Memorial Park, Renton. \$3500 each. 425-255-5920

(2) LOTS LOCATED IN AZALEA GARDEN in Greenwood Memorial Park, Renton. \$2500 each or make offer for both. 425-255-1184

(3) LOTS FOR THE PRICE OF 1 in Floral Hills, Rhododendron Garden. \$2000. Email Wayne at weeder35@comcast.net

FOR SALE - 30 acres in Moxee, 15 miles east of Yakima on Highway 24, north on Moody Road. Ideal for grapes, with view of Mt. Adams, Mt. Rainier and Mt. Hood. \$125000. 253-230-7703

RECREATIONAL MEMBERSHIP

SUNRISE RESORTS CHARTER MEMBERSHIP, 5 resorts in Washington, 4 in Arizona, 1 in Nevada and 1 in Alaska. \$850, includes transfer fee. 425-760-7707 or 928-927-7589

RECREATIONAL VEHICLES

1997 37' 5TH WHEEL. 3 slides, all oak, central vacuum system, microwave, large side-by-side fridge. Pet and smoke free. Excellent condition. \$21995. 425-864-9999

TEST YOUR INGENUITY with a low-cost winter project. Have fixer-upper basics to build camper/utility trailer. Minor welding required. Call 253-847-9895 for details & directions

2005 35' FLEETWOOD BOUNDER 35E, fully loaded. Double slide-outs, queen bed, rear vanity and shower, 4 dr. refrigerator with ice maker, microwave, W/D, (2) TV's, VCR, DVD, satellite ready, electric awning, jacks. \$94500. 360-267-6059

SPORTING GOODS

YONEX SUPERTREKER 9" golf bag. \$90. 360-556-9254

TOOLS

CARPENTER WOOD TOOL BOXES with carry handles. Used for garden ornament also. \$5 each. 253-852-6809

(1) MACHINISTS BOX, 7 drawers. \$20 OBO. 206-878-0601

(2) 1" TRAVEL INDICATORS 0.001 - 1.000. \$10 OBO. 206-878-0601

VEHICLES

1999 MERCURY SABLE, 1 owner, bought new, 10,000 original miles, all options, all power, gold exterior, leather, CD, exc cond. \$10,025 OBO. Call anytime retired. 425-255-5085

1993 3000GT VR4, fully loaded twin turbo with 69K orig miles. \$13000. See www.boisecreekfarm.com/vr4.htm. 360-802-8980

HAVE A 1973 MERCEDES 4-DR PROJECT CAR, 450 SE. Will trade or accept reasonable offer. Good potential (could use Pinto engine). 253-840-2108

1952 FORD "8N" TRACTOR, runs good. Converted to 12V. Reduced price \$2800. 253-875-7944

2000 DODGE INTREPID, 4 dr., runs good, clean, sunroof. Priced to sell as is, \$4800. Discount to Boeing employee. 253-875-7944

1979 CHEVOLET CAPRICE CLASSIC 2 DR, 350 V8, auto transmission. 2nd owner, 81400 original miles, in very good condition, no rust at all. Power steering, power brakes, A/C, nearly new tires, very clean in and out. \$3950. Call John 425-353-4136

1992 MAZDA MPV VAN, low miles, runs good, \$1600. 87 CHEVY S10 TRUCK, runs good, \$1100. Call afternoons 253-373-9063

1983 NISSAN KING CAB TRUCK with canopy, inexpensive investment for reliable transportation! \$900 CASH. 206-765-8134

Accepting the Oath of Office

L to R: Business Rep Ray Baumgardner did the honors of swearing in newly appointed Local A Audit Sandy Torfin.



L to R: Clifton Wyatt administers the oath of office to Local A Council Alternate Pat Augustine.

2007 IAM Scholarship Competition

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada.

Awards to members are \$2,000 per academic year. They are granted for a specific period from one to four years leading to a Bachelor's degree or a two-year vocational/technical certification.

Awards to Children of Members are: \$1,000 per academic year for college. All awards are renewed each year, until a Bachelor's degree is obtained or for a maxi-

mum of four years, whichever occurs first. Vocational/technical School - \$2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

For information on rules of eligibility or to obtain an application form, complete and return the form below. No application forms postmarked later than February 23, 2007, will be acknowledged or considered for the 2007 scholarships. No exceptions whatsoever will be permitted even if a third party is responsible for the delay.



REQUEST FOR IAM 2007 SCHOLARSHIP APPLICATION PACKET

Please send me an Application Packet for the 2007 IAM Scholarship Competition. If the proper packet is not received within 30 days, advise the Scholarship Department immediately. I understand that this request is not an application, and that the Application Packet must be completed and postmarked no later than February 23, 2007.

REMINDER: Please check appropriate box of the three listed below and the requested application will be mailed to you. As an IAM member who will have 2 years' continuous membership in the IAM as of February 23, 2007, I am requesting an Application Form for:

- IAM Member requesting a College or Vocational/Technical Scholarship
- Child of a Member requesting a College Scholarship
- Child of a Member requesting a Vocational/Technical Scholarship

Print your name and address clearly:

Mail to:
 IAM Scholarship Program
 9000 Machinists Place, Room 117
 Upper Marlboro, MD 20772-2687

IMPORTANT: Complete this coupon and attach a SELF-ADDRESSED LABEL for reply.

Machinists at Spirit Reap \$246 Million Windfall

Nearly 4,000 Machinists Union members of Local 839 in Wichita, Kansas, will divide \$246 million in cash and stock following the initial public offering (IPO) of Spirit AeroSystems stock on the New York Stock Exchange.

Eligible IAM members employed by Spirit AeroSystems in Wichita, KS, will each receive \$61,440 thanks to a unique Union Equity Program (UEP) negotiated by Machinists Union leaders following the sale of Boeing's Wichita operations in 2005. IAM members formerly employed by Boeing ratified a new contract with Spirit in 2005 that included the UEP in exchange for nearly \$200 million in wage and benefit modifications.

"The distribution of approximately \$246 million represents a significant offset to the wage and benefit modifications that followed the sale of Boeing's Wichita operations," said Southern Territory GVP Bob Martinez. "Not only did we preserve jobs in the wake of a major corporate restructuring, we also negotiated terms that ensured our members would share in the success of the acquiring company."

To limit the tax burden on members, the payout will take place in two parts. The cash portion of the distribution, ap-



Machinists Union members working at Spirit in Wichita were all smiles as they each collected \$61,440 thanks to a unique Union Equity Program negotiated by Machinist Union leaders following the sale of the Boeing plant.

proximately \$34,556 or 56 percent of the total payout, will take place before the end of December 2006. The remaining \$26,884 in stock awards will be made available in March of 2007.

"The benefit of this kind of equity sharing program extends far beyond IAM

members and their families," said District 70 President Steve Rooney. "Long after bills are paid and new vehicles are purchased, the local economy will continue to experience the long-term economic lift that only comes with high-value, high-wage jobs."

Kansas Governor Sebelius praised the results, stating, "This is a great outcome after many months – even years of effort. We worked closely with Boeing, Spirit and the Machinists when this sale was progressing and the state's commitment of bonding funds helped make this happen."

New Online Profile Can Help Members Plan for the Future and Retirement

Every 751 member should take advantage of the benefits that have been negotiated for you through our contract with Boeing. The 2006 online Pay & Benefits profile, a new web-based program, was launched this fall. It can help ensure you are maximizing your benefits. The 2006 Online Pay & Benefits Profile is a personalized one-stop summary of the total package of your pay, benefits, work/life programs and other opportunities for learning and career growth. This profile offers a gateway to tools that provide access and information to many of the services available to you.

Currently only about 14 percent of hourly-represented employees use the site. We would like to see a much greater number taking advantage of these valuable resources. In the past, much of this information was mailed out. By putting together an online interactive program, members can customize their choices, try different retirement scenarios, and make better decisions to plan for their future. The information is updated twice yearly with the next update scheduled for May.

To access your 2006 Online Pay & Benefit Profile:

At work: log on to the MyBoeing employee portal at <https://my.boeing.com>

From home or anywhere else, log on to www.boeing.com/express and use your TotalAccess password and BEMS ID.

- Click the TotalAccess tab.

At work log on to the MyBoeing employee portal at <https://my.boeing.com>

From home, log on to www.boeing.com/express and use your TotalAccess password and BEMS ID.



In Everett, members check the features to help plan for their future. L to R: Nancy Gilbertson, Steve Jacobson, Wendell White, and Rod Sigvartson.

- Click My Pay & Incentives
- Then on the right side of the screen, click on the Pay & Benefits Profile to access your personalized information

Plan for Your Future – By using the online tools, tips and worksheets, employees can begin to plan and shape their financial future by:

- Estimating pension benefits at various retirement ages, as well as retirement expenses.
- Modeling different financial scenarios to see if they are meeting their goals and if they need to make changes. You can print out the results and share them with your financial planner.

Take Advantage – Good health is also an important asset. Use the profile to find out many of the other resources available to help Boeing employees and

their families monitor and improve their health, wellness and life. Check out all the tools and resources, from the Employee Assistance Plan, to Family Care Resources, to Boeing Wellness, to educational opportunities and a whole lot more.

Union Steward Rod Sigvartson and his crew have been using the profile and find it very useful. "Although there have been ups and downs with the implementation of 'Total Access,' the new 'Pay & Benefits' portion shows a tailored snapshot of your personal benefits package, as well as many useful tools," stated Rod. "Check it out and share this with your sisters and brothers in the shops. This could be particularly beneficial for members who are kicking around the idea of retiring sometime in the near future, as well as for anybody else who just wants to see where they stand from a complete Pay & Benefits package."

Take Control – The real value of your benefits only comes from actively taking control and using the benefits to your best advantage. Take a look at the new Pay & Benefits Profile and share this information with your eligible family members. The tips, worksheets and online modeling options can help you ensure you have a secure future.

Union Secures Recall for Member in Military

Continued from page 1

which Boeing needed additional people. Terrance was thrilled when he received an offer to a higher graded job and so appreciative of the help he received from Business Rep Zack Zaratkiewicz. "I would compare Zack to the Pope or Vatican College because he is so proactive and works hard to make things better for others," stated Terrance. "He not only ensured my recall, but got me placed in a higher position than I left at. In the military, we would call him a 'Fister.'"

"Union dues are well worth it to have the representation I received. I didn't have to worry because I knew I had the best representation and would be taken care of. Others should stop complaining about Union dues. The Union works for you and is there when you need it. I saw it work first hand. The Union knows the contract, the process and was there to represent me and did," Terrance added.

Changing Your Address on Layoff and the Recall List

Don't put your recall rights in danger. Keep Boeing informed of your current address.

Keep in mind change of address/phone must be done in writing and mailed to Boeing at:

The Boeing Company
Hourly Support Group
PO Box 3707 MC 11-XP
Seattle WA 98124

Be sure to write out the OLD address; then write the NEW address. Add your BEMS ID or SSN and SIGN and DATE. Keep a copy for your records. A form is available at the Union office you can fill out and mail to Boeing.

PLEASE NOTE: Total Access is not taking phone number and address changes over the phone.

